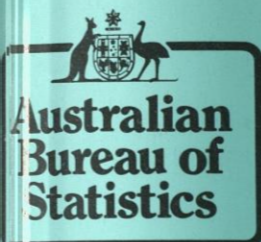


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# INDUSTRIAL DISPUTES AUSTRALIA







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**INDUSTRIAL DISPUTES  
AUSTRALIA  
1991**



**IAN CASTLES**  
Australian Statistician





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#### INQUIRIES

- *for further information about statistics in this publication and the availability of related unpublished statistics, contact Laura Smith on Canberra (06) 252 6561 or any ABS State office.*
  - *for information about other ABS statistics and services please refer to the back page of this publication.*
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## SUMMARY OF FINDINGS

### Disputes in progress during 1991

In 1991, there were 1,058 disputes reported in progress, a decrease from 1990 when there were 1,193. This continued the trend of annual decreases in the number of disputes since 1984 and is the lowest number of disputes in progress for a calendar year since 1961.

New South Wales recorded a fall in disputes from 548 to 463 disputes, the lowest number of disputes for this State since 1940. NSW however continued to account for the most disputes (44 per cent). Western Australia also recorded a reduction in the number of disputes - down from 190 in 1990 to 156, the lowest figure since 1972.

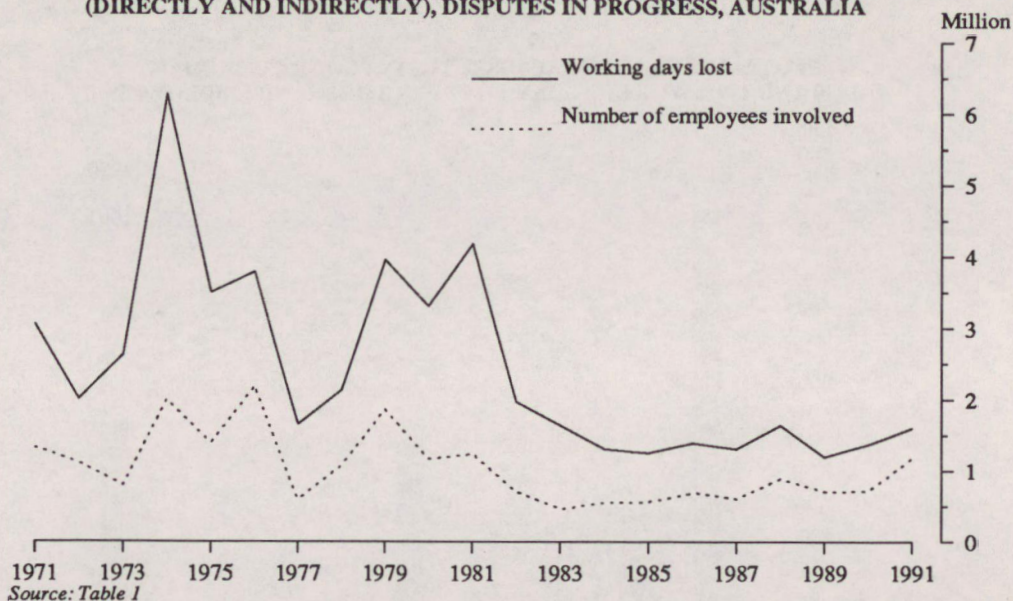
Despite the continued fall in the number of disputes, the number of employees involved (directly and indirectly) in industrial disputes increased dramatically. In 1991 1,181,500 employees were involved in industrial stoppages, an increase of 62 per cent on 1990 (729,900). The increase in 1991 is primarily due to industrial action in New South Wales where 867,900 employees were involved in stoppages, including one major general strike in October 1991.

### Working days lost

The increased involvement of employees in industrial disputes is reflected in the number of working days lost. There were 1,610,500 working days lost reported in 1991 compared to 1,376,500 in 1990. This is the highest level for a calendar year since 1988 (1,641,400).

Of the States, New South Wales continued to record the highest number of working days lost, reporting 1,106,300 days or 69 per cent of all lost time in Australia. A general strike in New South Wales in October 1991 accounted for 520,600 working days lost. South Australia showed a large decrease in working days lost from the historically high level of 1990 (125,800) to 59,300 in 1991. Victoria, Queensland, Tasmania and the Australian Capital Territory also reported a decrease in working days lost compared to 1990. While the number of disputes in Western Australia declined, the number of working days lost increased to 119,100 from 108,400 in 1990. This is the highest level for this State since 1988 (160,600).

**DIAGRAM 1. WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY), DISPUTES IN PROGRESS, AUSTRALIA**





The Manufacturing industry reported 833,300 working days lost. Of the working days lost in this industry in 1991, New South Wales accounted for 66 per cent or 546,400 days.

There were 201,100 working days lost reported by the Community Services industry in 1991. The Mining industry reported 166,600 working days lost, a decrease of 30 per cent on the previous year (237,100).

#### *Working days lost per thousand employees*

There were 265 working days lost per thousand employees in 1991, an increase for the second successive year.

New South Wales reported 528 working days lost per thousand employees, the highest number for this State since 1981.

Victoria recorded a substantial reduction from 226 working days lost per thousand employees in 1990 to 128 in 1991. This is the lowest number for this State since 1967.

Tasmania reported 28 working days lost per thousand employees, which is the lowest for this State since the series commenced in 1967.

In 1991 the highest level of working days lost per thousand employees occurred in the Coal mining industry (4,507). Employees in New South Wales lost 6,634 working days per thousand employees.

The Metal products, machinery and equipment industry reported 1,820 days lost per thousand employees. This is the highest number for this industry since 1981 (2,287). Within this industry, employees in Western Australia lost the highest number of working days per thousand employees (3,589). In New South Wales there were 3,338 working days lost per thousand employees in this industry.

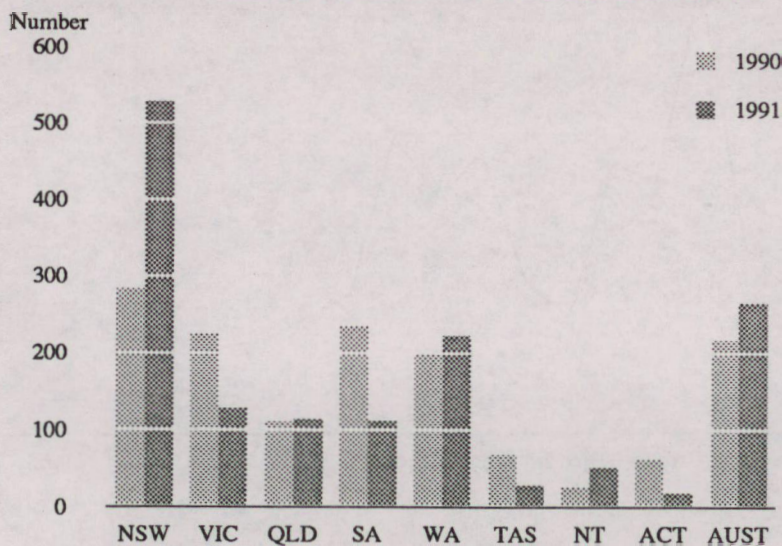
#### **Disputes which ended during 1991**

A total of 1,055 disputes ended during 1991. These disputes involved 1,180,600 employees and the loss of 1,623,000 working days.

#### *Cause of dispute*

The major reported cause of disputes that ended in 1991 was managerial policy (including award restructuring). This cause accounted for 549 disputes (52 %) and 869,300 working days lost (54 %).

**DIAGRAM 2. INDUSTRIAL DISPUTES IN PROGRESS DURING 1990 AND 1991: WORKING DAY LOST PER THOUSAND EMPLOYEES**



Source: Table 3



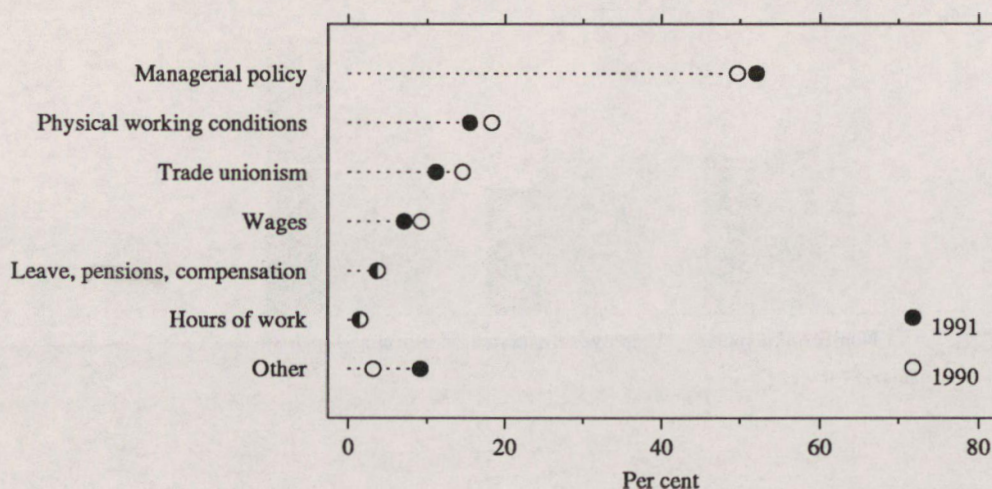
The other major cause of disputes which ended in 1991 was the "Other causes" category. Disputes arising from causes in this category concern matters other than the employee-employer relationship, such as political strikes. This was the major cause of working days lost in New South Wales accounting for 572,000 working days or 52 per cent of all lost time in that State.

Disputes over wages have been declining since 1986. In 1986, 546,300 working days were lost due to this cause, representing 40 per cent of all lost time. In 1991 this had declined to 37,800 working days or 2 per cent of lost time.

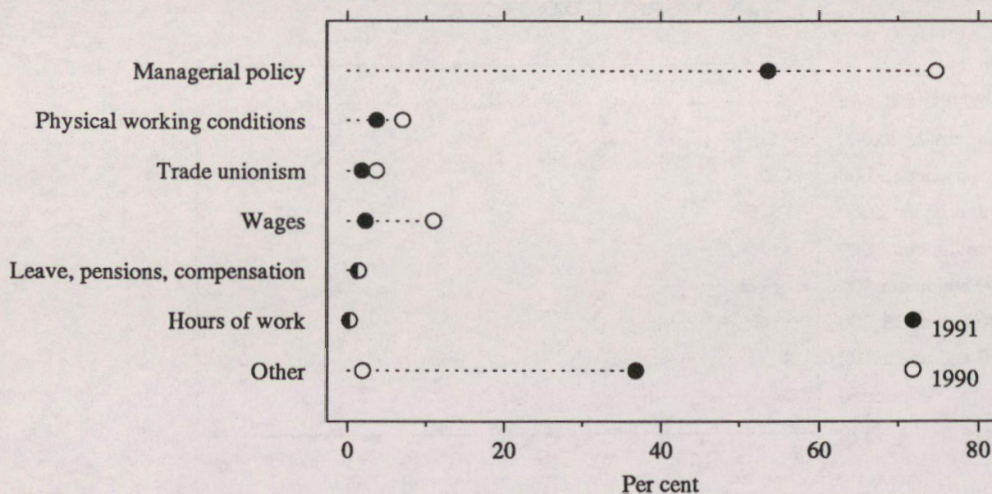
#### *Duration of dispute*

Industrial disputes which lasted one day or less accounted for 35 per cent of all lost time in 1991. There has been a continued decline in the working days lost through industrial disputes lasting 5 days or more. In 1986 disputes lasting 5 days or more accounted for 12 per cent of all disputes and 56 per cent of working days lost. In 1991, disputes lasting 5 days or more accounted for 7 per cent of disputes and 9 per cent of working days lost.

**DIAGRAM 3. INDUSTRIAL DISPUTES ENDING DURING 1990 AND 1991:  
DISTRIBUTION OF NUMBER OF DISPUTES BY CAUSE OF DISPUTE**



**DIAGRAM 4. INDUSTRIAL DISPUTES ENDED DURING 1990 AND 1991:  
DISTRIBUTION OF WORKING DAYS LOST BY CAUSE OF DISPUTE**



Source: Table 8



### Method of settlement

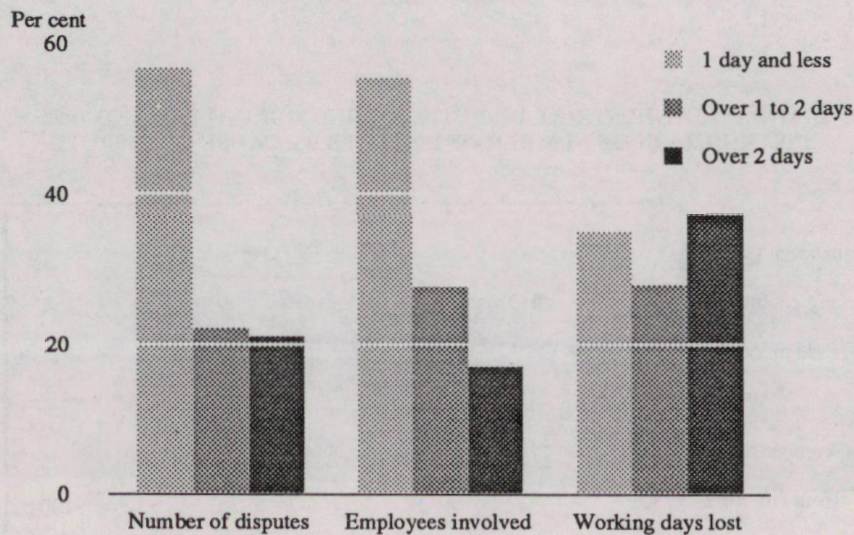
In 1991 639 disputes that ended were settled by "Resumption without negotiation". This accounted for 61 per cent of all disputes ended.

Federal or joint Federal-State legislation was the method of settling disputes involving 548,400 working days lost. This represents 34 per cent of all time lost in 1991 for disputes that ended. In 1986 disputes resulting in 42 per cent of total working days lost were settled in this manner.

### Employees involved

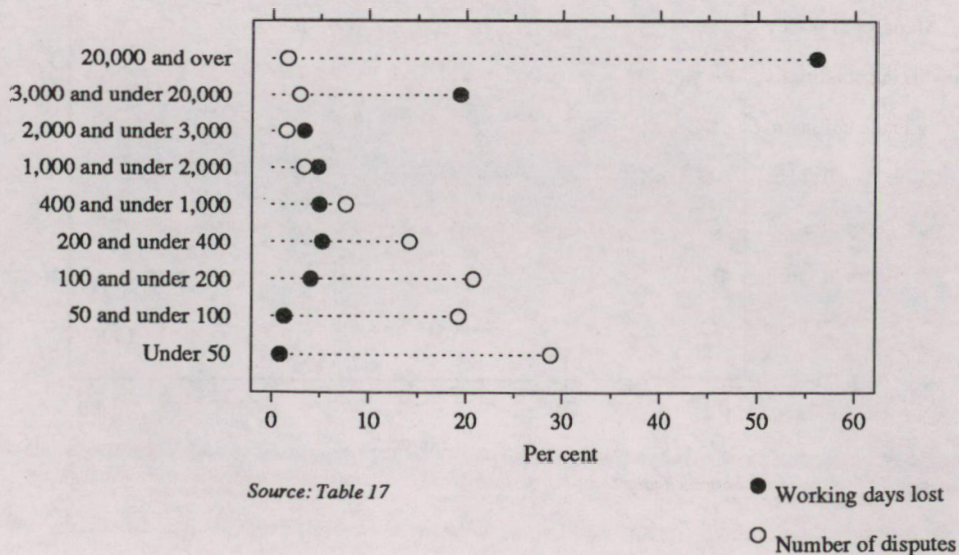
Of the disputes ending during 1991, the greatest number (304) involved fewer than 50 employees. These disputes accounted for only 1 per cent of working days lost. There were 98 disputes (9 % of all disputes) which involved 1,000 or more employees. These disputes accounted for 84 per cent of all working days lost.

DIAGRAM 5. INDUSTRIAL DISPUTES ENDING DURING 1991:  
DURATION OF DISPUTE



Source: Table 11

DIAGRAM 6. INDUSTRIAL DISPUTES ENDED DURING 1991:  
DISTRIBUTION OF EMPLOYEES INVOLVED BY NUMBER OF DISPUTES  
AND WORKING DAYS LOST



Source: Table 17

● Working days lost  
○ Number of disputes



# PART A: INDUSTRIAL DISPUTES IN PROGRESS DURING THE YEAR

TABLE 1. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1981 TO 1991, AUSTRALIA

Period	Number of disputes(a)		Employees involved ('000)						Working days lost per thousand employees(c)	
			Directly		Indirectly		Total			
	Commenced during period	Total	Newly involved(b)	Total	Newly involved(b)	Total	Newly involved(b)	Total		Working days lost ('000)
1981	2,887	2,915	1,147.9	1,170.6	76.5	76.6	1,224.5	1,247.2	4,189.3	797
1982	2,045	2,060	654.2	680.6	24.2	25.5	678.4	706.1	1,980.4	358
1983	1,779	1,787	427.4	444.9	25.4	25.4	452.8	470.2	1,641.4	249
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4	248
1985	1,876	1,895	524.5	542.3	28.2	28.2	552.7	570.5	1,256.2	228
1986	1,747	1,754	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7	242
1987	1,512	1,517	574.9	590.3	18.5	18.5	593.4	608.8	1,311.9	223
1988	1,502	1,508	883.6	884.1	10.3	10.3	893.9	894.4	1,641.4	269
1989	1,391	1,402	695.3	698.6	11.2	11.2	706.4	709.8	1,202.4	190
1990	1,189	1,193	721.9	725.9	4.0	4.0	725.9	729.9	1,376.5	217
1991	1,054	1,058	1,173.3	1,176.0	5.4	5.4	1,178.7	1,181.5	1,610.5	265

(a) Disputes affecting more than one industry have been counted as a separate dispute in each industry. See paragraph 9 of Appendix A. (b) Comprises employees involved in disputes that commenced during the period and additional employees involved in disputes that continued from previous periods. (c) See paragraph 7 of Appendix A.

TABLE 2. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1986 TO 1991 : BY INDUSTRY, AUSTRALIA  
(Working days lost per thousand employees)(a)

Period	Manufacturing							All industries
	Mining		Metal products, machinery and equipment	Other	Construc- tion	Transport and storage; communi- cation	Other industries(b)	
	Coal	Other						
1986	10,741	3,328	445	328	458	135	72	242
1987	8,920	1,072	479	305	743	217	70	223
1988	15,548	1,777	750	183	725	177	83	269
1989	5,505	642	473	283	374	160	65	190
1990	4,879	1,631	1,293	212	204	299	25	217
1991	4,507	735	1,820	296	428	237	63	265

(a) See paragraph 7 of Appendix A. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services.

TABLE 3. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1986 TO 1991 :  
STATES AND TERRITORIES, AUSTRALIA  
(Working days lost per thousand employees)(a)

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
1986	304	240	207	95	272	190	199	55	242
1987	366	172	87	91	213	177	110	143	223
1988	341	214	336	93	299	118	158	112	269
1989	269	199	102	67	187	64	111	77	190
1990	283	226	111	236	200	67	26	62	217
1991	528	128	114	112	223	28	51	18	265

(a) See paragraph 7 of Appendix A.



TABLE 4. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1986 TO 1991 : STATES AND TERRITORIES, AUSTRALIA

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
NUMBER OF DISPUTES COMMENCING(a)									
1986	820	259	150	110	267	72	47	22	1,747
1987	628	228	164	102	243	68	34	45	1,512
1988	675	188	209	86	221	54	40	29	1,502
1989	628	180	207	67	226	40	19	24	1,391
1990	548	161	179	53	190	26	13	19	1,189
1991	462	151	154	67	155	30	18	17	1,054
NUMBER OF DISPUTES IN PROGRESS(a)									
1986	824	260	151	111	267	72	47	22	1,754
1987	629	230	164	102	245	68	34	45	1,517
1988	676	191	209	87	221	55	40	29	1,508
1989	632	182	209	68	228	40	19	24	1,402
1990	548	165	179	53	190	26	13	19	1,193
1991	463	153	154	67	156	30	18	17	1,058
EMPLOYEES NEWLY INVOLVED('000)									
1986	324.3	146.5	69.2	58.9	50.6	15.5	3.5	5.4	673.9
1987	337.0	85.1	51.9	41.4	41.9	19.2	7.5	9.4	593.4
1988	452.6	207.6	104.4	39.8	60.9	8.2	7.3	13.1	893.9
1989	380.6	174.1	45.3	37.4	54.0	4.2	2.1	8.8	706.4
1990	340.9	165.1	53.4	73.8	73.1	9.9	1.0	8.6	725.9
1991	866.1	134.4	61.5	34.9	63.1	7.2	2.3	9.2	1,178.7
TOTAL EMPLOYEES INVOLVED('000)									
1986	338.8	146.6	72.2	58.9	50.6	15.5	3.5	5.4	691.7
1987	350.1	86.2	51.9	41.4	43.1	19.2	7.5	9.4	608.8
1988	452.8	207.7	104.4	39.9	60.9	8.3	7.3	13.1	894.4
1989	382.7	174.3	45.6	37.4	54.7	4.2	2.1	8.8	709.8
1990	340.9	169.1	53.4	73.8	73.1	9.9	1.0	8.6	729.9
1991	867.9	135.3	61.5	34.9	63.1	7.2	2.3	9.2	1,181.5
EMPLOYEES DIRECTLY INVOLVED('000)									
1986	329.5	141.8	70.8	56.9	49.2	14.5	3.5	5.4	671.6
1987	345.4	78.5	50.8	40.0	40.4	18.4	7.4	9.4	590.3
1988	448.9	203.7	103.5	39.5	60.1	8.1	7.3	13.1	884.1
1989	380.5	169.8	43.6	36.7	52.9	4.2	2.1	8.8	698.6
1990	340.1	168.0	53.0	73.0	72.3	9.9	1.0	8.6	725.9
1991	866.5	133.4	60.5	34.6	62.4	7.1	2.3	9.2	1,176.0
EMPLOYEES INDIRECTLY INVOLVED('000)									
1986	9.3	4.9	1.5	2.0	1.4	1.0	—	—	20.1
1987	4.7	7.7	1.1	1.4	2.8	0.8	—	—	18.5
1988	3.9	4.0	1.0	0.4	0.8	0.2	—	—	10.3
1989	2.2	4.4	2.0	0.8	1.8	0.1	—	—	11.2
1990	0.8	1.1	0.4	0.8	0.8	—	—	—	4.0
1991	1.3	1.9	1.0	0.3	0.7	0.1	—	—	5.4
WORKING DAYS LOST('000)									
1986	598.8	381.8	173.3	46.3	143.1	29.2	11.8	6.5	1,390.7
1987	744.8	281.4	73.7	44.6	115.3	28.0	6.5	17.5	1,311.9
1988	730.1	362.6	299.5	47.0	160.6	18.6	8.9	14.1	1,641.4
1989	589.6	348.4	100.5	35.0	102.1	10.2	6.9	9.6	1,202.4
1990	622.9	391.2	107.9	125.8	108.4	10.7	1.7	7.9	1,376.5
1991	1,106.3	209.1	106.6	59.3	119.1	4.4	3.3	2.3	1,610.5

(a) Disputes affecting more than one industry have been counted as a separate dispute in each industry. See paragraph 9 of Appendix A.



**TABLE 5. INDUSTRIAL DISPUTES IN PROGRESS DURING 1991 : BY INDUSTRY, STATES AND TERRITORIES, AUSTRALIA**  
(Working days lost per thousand employees)(a)

	<i>Mining</i>		<i>Manufacturing</i>		<i>Construc- tion</i>	<i>Transport and storage; communi- cation</i>	<i>Other industries(b)</i>	<i>All industries</i>
	<i>Coal</i>	<i>Other</i>	<i>Metal products, machinery and equipment</i>	<i>Other</i>				
NSW	6,634	935	3,338	609	626	537	145	528
Vic.	—	59	670	185	312	66	31	128
Qld	2,648	294	1,258	116	222	58	4	114
SA	—	1,144	540	133	586	156	14	112
WA	3,244	979	3,589	113	501	31	7	223
Tas.	—	33	296	4	22	78	11	28
NT	—	1,347	22	—	66	15	7	51
ACT	—	—	—	—	205	—	14	18
<b>Australia</b>	<b>4,507</b>	<b>735</b>	<b>1,820</b>	<b>296</b>	<b>428</b>	<b>237</b>	<b>63</b>	<b>265</b>

(a) See paragraph 7 of Appendix A. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services.

**TABLE 6. INDUSTRIAL DISPUTES IN PROGRESS DURING 1991: BY INDUSTRY, AUSTRALIA**

<i>Industry</i>	<i>Total industrial disputes in progress (no.)(a)</i>	<i>Employees involved (directly and indirectly) ( '000)</i>	<i>Working days lost ( '000)</i>
Agriculture, forestry, fishing and hunting	3	2.2	2.4
Mining	381	99.8	166.6
Ferrous metal ores	88	10.7	16.6
Coal	266	76.3	129.6
Other	27	12.8	20.5
Manufacturing	239	474.8	833.3
Food, beverages and tobacco	40	50.0	78.3
Textiles, clothing and footwear	4	10.4	19.5
Wood, wood products and furniture	4	7.2	7.4
Paper, paper products, printing and publishing	18	29.7	33.2
Chemical, petroleum and coal products	18	15.7	18.9
Metal products, machinery and equipment	146	350.3	664.0
Other manufacturing	9	11.6	12.0
Electricity, gas and water	35	29.6	32.4
Construction	63	100.4	120.7
Wholesale and retail trade	27	59.6	62.5
Transport and storage	142	70.3	74.0
Road transport	23	15.8	18.1
Rail transport	23	26.5	29.1
Water transport	6	0.9	0.6
Air transport	3	2.6	2.6
Other transport and storage	7	3.1	3.3
Services to transport	80	21.4	20.3
Stevedoring	36	10.0	8.5
Other services to transport	44	11.4	11.8
Communication	20	26.3	24.1
Finance, property and business services	27	35.8	26.4
Public administration and defence	24	38.0	34.8
Community services	74	223.6	201.1
Recreation, personal and other services	23	21.0	32.0
<b>Total</b>	<b>1,058</b>	<b>1,181.5</b>	<b>1,610.5</b>

(a) Disputes affecting more than one industry have been counted as a separate dispute in each industry. See paragraph 9 of Appendix A.

Note : State by industry information is available on request.



TABLE 7. INDUSTRIAL DISPUTES IN PROGRESS DURING 1991 : BY INDUSTRY, STATES AND TERRITORIES, AUSTRALIA

Industry	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
Agriculture, forestry, fishing and hunting	—	2.0	0.2	—	—	—	—	—	2.2
Mining	67.4	0.3	16.2	0.3	14.7	—	0.9	—	99.8
Ferrous metal ores	—	—	1.6	—	9.1	—	—	—	10.7
Coal	59.7	—	14.6	—	1.9	—	—	—	76.3
Other	7.6	0.3	—	0.3	3.6	—	0.9	—	12.8
Manufacturing	337.3	51.1	30.5	19.7	33.8	2.4	—	—	474.8
Food, beverages and tobacco	38.0	5.2	3.8	2.3	0.7	—	—	—	50.0
Textiles, clothing and footwear	9.7	0.7	—	—	—	—	—	—	10.4
Wood, wood products and furniture	7.1	—	—	—	—	0.1	—	—	7.2
Paper, paper products, printing and publishing	26.5	2.0	0.3	0.7	0.2	—	—	—	29.7
Chemical, petroleum and coal products	14.8	0.2	0.3	0.1	0.3	—	—	—	15.7
Metal products, machinery and equipment	230.0	42.6	26.1	16.5	32.6	2.4	—	—	350.3
Other manufacturing	11.2	0.3	—	0.1	0.1	—	—	—	11.6
Electricity, gas and water	17.0	8.0	0.2	1.2	2.5	—	0.3	0.4	29.6
Construction	52.3	17.1	7.1	7.6	7.7	1.0	0.4	7.2	100.4
Wholesale and retail trade	56.9	1.5	0.3	0.7	—	0.1	—	—	59.6
Transport and storage	57.2	5.0	3.9	1.8	1.6	0.7	0.1	—	70.3
Road transport	13.9	1.0	0.3	0.1	0.6	—	—	—	15.8
Rail transport	19.4	1.9	2.9	1.5	0.3	0.6	—	—	26.5
Water transport	0.9	—	—	—	—	—	—	—	0.9
Air transport	2.5	—	—	—	—	—	—	—	2.6
Other transport and storage	3.0	0.1	—	—	—	—	—	—	3.1
Services to transport	17.5	2.1	0.8	0.2	0.7	—	0.1	—	21.4
Stevedoring	6.4	2.1	0.6	0.2	0.6	—	0.1	—	10.0
Other services to transport	11.1	—	0.1	0.1	0.1	—	—	—	11.4
Communication	23.1	2.8	0.1	0.2	0.1	—	—	—	26.3
Finance, property and business services	23.1	7.4	1.4	0.7	1.3	1.4	0.1	0.3	35.8
Public administration and defence	32.0	4.1	0.3	0.6	—	—	—	0.9	38.0
Community services	182.9	34.5	1.0	1.8	1.3	1.4	0.5	0.2	223.6
Recreation, personal and other services	18.7	1.4	0.1	0.2	0.2	0.1	—	0.2	21.0
<b>Total</b>	<b>867.9</b>	<b>135.3</b>	<b>61.5</b>	<b>34.9</b>	<b>63.1</b>	<b>7.2</b>	<b>2.3</b>	<b>9.2</b>	<b>1,181.5</b>
WORKING DAYS LOST('000)									
Agriculture, forestry, fishing and hunting	—	2.0	0.4	—	—	—	—	—	2.4
Mining	107.1	0.3	28.6	3.6	24.6	0.1	2.4	—	166.6
Ferrous metal ores	—	—	2.1	—	14.5	—	—	—	16.6
Coal	99.4	—	26.0	—	4.2	—	—	—	129.6
Other	7.7	0.3	0.6	3.6	5.9	0.1	2.4	—	20.5
Manufacturing	546.4	116.2	60.4	31.8	76.5	1.9	—	—	833.3
Food, beverages and tobacco	40.0	21.5	7.4	6.4	3.0	—	—	—	78.3
Textiles, clothing and footwear	10.6	8.9	—	—	—	—	—	—	19.5
Wood, wood products and furniture	7.3	—	—	—	—	0.1	—	—	7.4
Paper, paper products, printing and publishing	27.6	4.2	0.9	0.3	0.2	—	—	—	33.2
Chemical, petroleum and coal products	16.0	0.8	0.6	0.2	1.3	—	—	—	18.9
Metal products, machinery and equipment	433.7	80.0	51.4	24.9	71.9	1.9	—	—	664.0
Other manufacturing	11.2	0.7	—	—	0.1	—	—	—	12.0
Electricity, gas and water	22.0	8.0	0.2	1.0	0.7	—	0.2	0.4	32.4
Construction	57.3	23.4	10.3	13.9	14.2	0.1	0.4	1.1	120.7
Wholesale and retail trade	57.8	3.8	0.5	0.3	—	0.1	—	—	62.5
Transport and storage	57.7	5.4	4.2	4.9	1.1	0.7	0.1	—	74.0
Road transport	16.0	1.2	0.8	—	0.1	—	—	—	18.1
Rail transport	19.4	1.7	2.6	4.3	0.4	0.6	—	—	29.1
Water transport	0.6	—	—	—	—	—	—	—	0.6
Air transport	2.5	—	0.1	—	—	0.1	—	—	2.6
Other transport and storage	3.0	0.3	—	—	—	—	—	—	3.3
Services to transport	16.2	2.2	0.7	0.6	0.6	—	0.1	—	20.3
Stevedoring	5.1	2.1	0.5	0.2	0.5	—	0.1	—	8.5
Other services to transport	11.1	0.1	0.1	0.4	0.1	—	—	—	11.8
Communication	22.5	1.5	—	0.1	—	—	—	—	24.1
Finance, property and business services	19.8	4.6	0.3	0.4	0.8	0.5	—	0.1	26.4
Public administration and defence	33.1	1.0	0.4	0.2	—	—	—	0.1	34.8
Community services	158.0	38.4	1.0	1.8	0.9	0.7	0.2	0.1	201.1
Recreation, personal and other services	24.7	4.6	0.3	1.5	0.2	0.2	0.1	0.5	32.0
<b>Total</b>	<b>1,106.3</b>	<b>209.1</b>	<b>106.6</b>	<b>59.3</b>	<b>119.1</b>	<b>4.4</b>	<b>3.3</b>	<b>2.3</b>	<b>1,610.5</b>



## PART B: INDUSTRIAL DISPUTES WHICH ENDED DURING THE YEAR

TABLE 8. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1986 TO 1991 : CAUSE OF DISPUTE, AUSTRALIA

<i>Cause of dispute</i>	1986	1987	1988	1989	1990	1991
WORKING DAYS LOST('000)						
Wages	546.3	519.7	507.9	169.6	r154.5	37.8
Hours of Work	13.2	20.3	31.5	5.6	4.3	3.9
Leave, pensions, compensation	148.0	195.0	50.0	84.6	20.5	22.6
Managerial policy	486.0	330.9	897.6	625.2	r1,060.3	869.3
Physical working conditions	93.7	88.7	158.1	61.9	99.3	60.8
Trade unionism	45.7	36.8	34.0	73.3	52.4	31.2
Other(a)	33.3	18.1	34.6	124.2	29.0	597.4
<b>Total</b>	<b>1,366.2</b>	<b>1,209.5</b>	<b>1,713.7</b>	<b>1,144.5</b>	<b>r1,420.3</b>	<b>1,623.0</b>
WORKING DAYS LOST(Per cent)						
Wages	40.0	43.0	29.6	14.8	r10.9	2.3
Hours of Work	1.0	1.7	1.8	0.5	0.3	0.2
Leave, pensions, compensation	10.8	16.1	2.9	7.4	r1.4	1.4
Managerial policy	35.6	27.4	52.4	54.6	r74.7	53.6
Physical working conditions	6.9	7.3	9.2	5.4	r7.0	3.7
Trade unionism	3.3	3.0	2.0	6.4	3.7	1.9
Other(a)	2.4	1.5	2.0	10.9	r2.0	36.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Includes disputes not elsewhere categorised.

TABLE 9. INDUSTRIAL DISPUTES ENDING DURING 1991 : CAUSE OF DISPUTE BY INDUSTRY, AUSTRALIA

Cause of dispute	Manufacturing								All industries
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; communication	Other industries(a)	Total	
	Coal	Other							
NUMBER OF DISPUTES(b)									
Wages	26	n.p.	5	5	8	12	n.p.	75	7.1
Hours of Work	3	n.p.	n.p.	—	—	n.p.	6	14	1.3
Leave, pensions, compensation	8	6	4	6	4	8	4	40	3.8
Managerial policy	102	54	88	62	20	80	143	549	52.0
Physical working conditions	48	28	22	7	16	28	15	164	15.5
Trade unionism	55	16	15	4	5	13	9	117	11.1
Other(c)	24	7	n.p.	9	10	n.p.	n.p.	96	9.1
Total	266	114	145	93	63	162	212	1,055	100.0
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)(‘000)									
Wages	4.8	0.4	1.8	1.3	2.3	2.8	15.9	29.3	2.5
Hours of Work	0.6	0.1	—	—	—	0.1	1.6	2.4	0.2
Leave, pensions, compensation	2.1	1.2	1.0	1.0	0.5	2.3	0.8	8.8	0.7
Managerial policy	26.9	8.0	264.7	15.3	27.3	18.5	152.9	513.5	43.5
Physical working conditions	18.0	2.1	2.7	1.0	2.4	2.4	1.7	30.2	2.6
Trade unionism	9.6	3.5	1.8	0.9	0.9	1.4	1.5	19.6	1.7
Other(c)	14.5	8.0	77.2	105.7	67.1	69.2	235.2	576.8	48.9
Total	76.4	23.3	349.3	125.0	100.4	96.5	409.8	1,180.6	100.0
WORKING DAYS LOST(‘000)									
Wages	7.0	0.6	1.0	1.8	6.2	2.9	18.3	37.8	2.3
Hours of Work	0.6	0.1	0.1	—	—	—	3.2	3.9	0.2
Leave, pensions, compensation	2.2	2.6	3.0	10.0	0.5	3.3	1.1	22.6	1.4
Managerial policy	53.8	17.6	568.4	59.2	24.9	15.6	129.7	869.3	53.6
Physical working conditions	33.9	3.4	3.5	1.6	11.6	4.7	2.2	60.8	3.7
Trade unionism	12.2	4.0	3.5	0.9	8.7	0.8	1.1	31.2	1.9
Other(c)	23.6	7.4	84.0	106.8	68.8	70.9	236.0	597.4	36.8
Total	133.2	35.7	663.5	180.2	120.7	98.1	391.5	1,623.0	100.0

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services. (b) Disputes affecting more than one industry have been counted as a separate dispute in each industry. See paragraph 9 of Appendix A. (c) Includes disputes not elsewhere categorised.



TABLE 10. INDUSTRIAL DISPUTES ENDING DURING 1991 : CAUSE OF DISPUTE BY STATES AND TERRITORIES, AUSTRALIA

<i>Cause of dispute</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Australia</i>
NUMBER OF DISPUTES(a)									
Wages	41	13	5	3	7	n.p.	n.p.	n.p.	75
Hours of Work	6	4	—	n.p.	n.p.	—	—	—	14
Leave, pensions, compensation	8	8	6	3	12	3	—	—	40
Managerial policy	208	105	84	41	75	14	12	10	549
Physical working conditions	79	10	21	11	32	6	n.p.	n.p.	164
Trade unionism	51	10	30	3	20	3	—	—	117
Other(b)	68	3	8	n.p.	n.p.	n.p.	n.p.	3	96
<b>Total</b>	<b>461</b>	<b>153</b>	<b>154</b>	<b>67</b>	<b>155</b>	<b>30</b>	<b>18</b>	<b>17</b>	<b>1,055</b>
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)( <sup>c</sup> '000)									
Wages	17.4	5.4	1.5	1.9	2.0	0.7	0.1	0.3	29.3
Hours of Work	0.9	0.9	—	0.5	0.1	—	—	—	2.4
Leave, pensions, compensation	1.0	1.2	0.4	1.6	3.0	1.6	—	—	8.8
Managerial policy	267.4	122.1	43.8	23.0	43.8	3.6	1.6	8.2	513.5
Physical working conditions	21.1	0.9	3.7	1.1	2.9	0.2	0.1	0.1	30.2
Trade unionism	9.3	1.1	4.8	0.7	3.5	0.1	—	—	19.6
Other(b)	549.8	4.3	7.3	6.0	7.3	1.0	0.5	0.6	576.8
<b>Total</b>	<b>866.9</b>	<b>135.8</b>	<b>61.5</b>	<b>34.9</b>	<b>62.8</b>	<b>7.2</b>	<b>2.3</b>	<b>9.2</b>	<b>1,180.6</b>
WORKING DAYS LOST( <sup>c</sup> '000)									
Wages	24.6	6.9	0.6	3.8	1.4	0.4	—	0.1	37.8
Hours of Work	1.1	2.6	—	0.2	0.1	—	—	—	3.9
Leave, pensions, compensation	1.3	10.3	0.6	4.0	4.8	1.6	—	—	22.6
Managerial policy	459.3	187.4	86.7	37.8	91.8	2.0	2.7	1.5	869.3
Physical working conditions	39.6	1.8	4.5	6.9	7.6	0.2	0.2	0.1	60.8
Trade unionism	11.5	6.5	7.0	0.6	5.4	0.1	—	—	31.2
Other(b)	572.0	4.6	7.2	6.0	6.6	0.1	0.5	0.6	597.4
<b>Total</b>	<b>1,109.3</b>	<b>220.0</b>	<b>106.6</b>	<b>59.3</b>	<b>117.7</b>	<b>4.4</b>	<b>3.3</b>	<b>2.3</b>	<b>1,623.0</b>

(a) Disputes affecting more than one industry have been counted as a separate dispute in each industry. See paragraph 9 of Appendix A. (b) Includes disputes not elsewhere categorised.

TABLE 11. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1986 TO 1991 : DURATION OF DISPUTE, AUSTRALIA

[illegible]



TABLE 12. INDUSTRIAL DISPUTES ENDING DURING 1991 : DURATION OF DISPUTE BY INDUSTRY, AUSTRALIA

Duration of dispute	Manufacturing							All industries	
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; communication	Other industries(a)		
	Coal	Other						Total	Per cent
NUMBER OF DISPUTES(b)									
Up to and including 1 day	157	63	82	29	19	113	137	600	56.9
Over 1 and up to and including 2 days	76	32	29	25	16	23	32	233	22.1
Over 2 and less than 5 days	28	9	22	25	17	19	31	151	14.3
5 and less than 10 days	n.p.	n.p.	8	9	6	4	8	47	4.5
10 and less than 20 days	n.p.	—	4	n.p.	n.p.	3	n.p.	17	1.6
20 days and over	—	n.p.	—	n.p.	n.p.	—	n.p.	7	0.7
Total	266	114	145	93	63	162	212	1,055	100.0
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)('000)									
Up to and including 1 day	24.9	15.2	18.0	99.6	58.0	77.7	360.2	653.6	55.4
Over 1 and up to and including 2 days	32.1	5.6	185.4	15.1	37.2	17.7	33.3	326.3	27.6
Over 2 and less than 5 days	18.2	1.4	141.2	5.2	3.9	0.9	15.6	186.4	15.8
5 and less than 10 days	0.9	0.9	1.9	3.3	0.7	0.2	0.5	8.4	0.7
10 and less than 20 days	0.1	—	2.9	1.5	0.3	0.1	0.1	5.1	0.4
20 days and over	—	0.2	—	0.2	0.3	—	0.1	0.8	0.1
Total	76.4	23.3	349.3	125.0	100.4	96.5	409.8	1,180.6	100.0
WORKING DAYS LOST('000)									
Up to and including 1 day	23.8	13.2	13.0	98.1	50.4	70.7	298.5	567.7	35.0
Over 1 and up to and including 2 days	55.0	8.6	265.1	18.9	41.0	21.4	40.8	450.8	27.8
Over 2 and less than 5 days	46.4	4.5	336.1	14.3	11.8	2.5	46.8	462.4	28.5
5 and less than 10 days	5.6	5.5	11.5	21.9	5.2	1.1	2.9	53.7	3.3
10 and less than 20 days	2.3	—	37.9	17.6	4.2	2.4	1.1	65.5	4.0
20 days and over	—	4.0	—	9.5	8.1	—	1.4	22.9	1.4
Total	133.2	35.7	663.5	180.2	120.7	98.1	391.5	1,623.0	100.0

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services. (b) Disputes affecting more than one industry have been counted as a separate dispute in each industry. See paragraph 9 of Appendix A.

TABLE 13. INDUSTRIAL DISPUTES ENDING DURING 1991 : DURATION OF DISPUTE BY STATES AND TERRITORIES, AUSTRALIA

Duration of dispute	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
NUMBER OF DISPUTES(a)									
Up to and including 1 day	295	71	71	31	86	20	12	14	600
Over 1 and up to and including 2 days	98	27	45	14	37	6	n.p.	n.p.	233
Over 2 and less than 5 days	52	36	26	14	20	n.p.	—	n.p.	151
5 and less than 10 days	10	12	8	3	n.p.	n.p.	n.p.	—	47
10 and less than 20 days	6	n.p.	n.p.	n.p.	—	n.p.	—	—	17
20 days and over	—	n.p.	n.p.	n.p.	n.p.	—	—	—	7
<b>Total</b>	<b>461</b>	<b>153</b>	<b>154</b>	<b>67</b>	<b>155</b>	<b>30</b>	<b>18</b>	<b>17</b>	<b>1,055</b>
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)('000)									
Up to and including 1 day	532.2	53.0	18.0	13.1	20.3	6.3	1.8	9.0	653.6
Over 1 and up to and including 2 days	191.4	72.1	38.5	17.3	6.0	0.7	0.2	0.2	326.3
Over 2 and less than 5 days	139.9	5.0	3.3	3.3	34.7	0.2	—	0.1	186.4
5 and less than 10 days	1.8	2.9	1.0	0.6	1.7	—	0.4	—	8.4
10 and less than 20 days	1.6	2.4	0.7	0.3	—	—	—	—	5.1
20 days and over	—	0.4	—	0.2	0.1	—	—	—	0.8
<b>Total</b>	<b>866.9</b>	<b>135.8</b>	<b>61.5</b>	<b>34.9</b>	<b>62.8</b>	<b>7.2</b>	<b>2.3</b>	<b>9.2</b>	<b>1,180.6</b>
WORKING DAYS LOST('000)									
Up to and including 1 day	483.4	40.1	14.9	9.5	14.1	2.7	1.2	1.8	567.7
Over 1 and up to and including 2 days	246.8	99.8	66.9	25.7	9.7	1.3	0.3	0.3	450.8
Over 2 and less than 5 days	348.6	16.1	9.0	9.4	78.8	0.4	—	0.2	462.4
5 and less than 10 days	10.6	17.7	5.6	5.7	12.2	—	1.9	—	53.7
10 and less than 20 days	19.9	31.7	9.5	4.3	—	0.1	—	—	65.5
20 days and over	—	14.6	0.7	4.7	2.9	—	—	—	22.9
<b>Total</b>	<b>1,109.3</b>	<b>220.0</b>	<b>106.6</b>	<b>59.3</b>	<b>117.7</b>	<b>4.4</b>	<b>3.3</b>	<b>2.3</b>	<b>1,623.0</b>

(a) Disputes affecting more than one industry have been counted as a separate dispute in each industry. See paragraph 9 of Appendix A.



TABLE 14. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1986 TO 1991 : METHOD OF SETTLEMENT, AUSTRALIA

Method of settlement	1986	1987	1988	1989	1990	1991
WORKING DAYS LOST('000)						
Negotiation	165.1	211.4	176.1	185.6	213.5	161.2
State legislation	110.2	171.9	102.7	122.5	167.6	80.8
Federal and joint Federal-State legislation	576.8	297.2	788.2	249.7	r374.5	548.4
Resumption without negotiation	467.8	509.2	598.4	577.1	660.9	825.6
Other methods(a)	46.3	19.8	48.3	9.5	3.9	6.9
<b>Total</b>	<b>1,366.2</b>	<b>1,209.5</b>	<b>1,713.7</b>	<b>1,144.5</b>	<b>r1,420.3</b>	<b>1,623.0</b>
WORKING DAYS LOST(Per cent)						
Negotiation	12.1	17.5	10.3	16.2	r15.0	9.9
State legislation	8.1	14.2	6.0	10.7	r11.8	5.0
Federal and joint Federal-State legislation	42.2	24.6	46.0	21.8	r26.4	33.8
Resumption without negotiation	34.2	42.1	34.9	50.4	r46.5	50.9
Other methods(a)	3.4	1.6	2.8	0.8	0.3	0.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Includes Mediation, filling the places of workers on strike or locked out; closing down the establishment permanently; dismissal or resignation of employees.

TABLE 15. INDUSTRIAL DISPUTES ENDING DURING 1991 : METHOD OF SETTLEMENT BY INDUSTRY, AUSTRALIA

Method of settlement	Manufacturing							All industries	
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; communication	Other industries(a)		
	Coal	Other						Total	Per cent
NUMBER OF DISPUTES(b)									
Negotiation	19	11	21	24	14	38	41	168	15.9
State legislation	8	8	15	13	16	15	42	117	11.1
Federal and joint									
Federal-State legislation	10	n.p.	21	24	13	20	n.p.	118	11.2
Resumption without negotiation	229	92	n.p.	26	20	89	n.p.	639	60.6
Other methods(c)	—	n.p.	n.p.	6	—	—	n.p.	13	1.2
<b>Total</b>	<b>266</b>	<b>114</b>	<b>145</b>	<b>93</b>	<b>63</b>	<b>162</b>	<b>212</b>	<b>1,055</b>	<b>100.0</b>
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)( <sup>000</sup> )									
Negotiation	7.3	4.0	6.3	4.8	4.2	4.1	41.0	71.6	6.1
State legislation	3.2	1.0	8.8	2.6	1.5	2.7	33.2	52.9	4.5
Federal and joint									
Federal-State legislation	3.6	0.2	241.3	4.0	1.8	3.4	8.1	262.3	22.2
Resumption without negotiation	62.3	18.1	92.9	112.0	92.9	86.5	326.8	791.4	67.0
Other methods(c)	—	—	—	1.7	—	—	0.7	2.4	0.2
<b>Total</b>	<b>76.4</b>	<b>23.3</b>	<b>349.3</b>	<b>125.0</b>	<b>100.4</b>	<b>96.5</b>	<b>409.8</b>	<b>1,180.6</b>	<b>100.0</b>
WORKING DAYS LOST( <sup>000</sup> )									
Negotiation	17.7	9.3	42.5	18.1	13.8	5.9	53.9	161.2	9.9
State legislation	9.8	3.9	29.8	6.3	6.9	3.4	20.7	80.8	5.0
Federal and joint									
Federal-State legislation	5.6	0.8	486.7	26.7	10.5	3.6	14.6	548.4	33.8
Resumption without negotiation	100.0	21.6	104.4	123.3	89.5	85.1	301.6	825.6	50.9
Other methods(c)	—	0.2	0.2	5.9	—	—	0.7	6.9	0.4
<b>Total</b>	<b>133.2</b>	<b>35.7</b>	<b>663.5</b>	<b>180.2</b>	<b>120.7</b>	<b>98.1</b>	<b>391.5</b>	<b>1,623.0</b>	<b>100.0</b>

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; and Recreation, personal and other services. (b) Disputes affecting more than one industry have been counted as a separate dispute in each industry. See paragraph 9 of Appendix A. (c) Includes Mediation, filling the places of workers on strike or locked out; closing down the establishment permanently; dismissal or resignation of employees.



TABLE 16. INDUSTRIAL DISPUTES ENDING DURING 1991 : METHOD OF SETTLEMENT BY STATES AND TERRITORIES, AUSTRALIA

<i>Method of settlement</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Australia</i>
NUMBER OF DISPUTES(a)									
Negotiation	48	49	32	14	16	5	n.p.	n.p.	168
State legislation	34	25	n.p.	14	n.p.	n.p.	n.p.	—	117
Federal and joint									
Federal-State legislation	28	39	18	17	5	3	5	3	118
Resumption without negotiation	348	37	90	22	110	13	9	10	639
Other methods(b)	3	3	n.p.	—	n.p.	n.p.	—	n.p.	13
<b>Total</b>	<b>461</b>	<b>153</b>	<b>154</b>	<b>67</b>	<b>155</b>	<b>30</b>	<b>18</b>	<b>17</b>	<b>1,055</b>
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)( <sup>'000</sup> )									
Negotiation	10.4	41.6	11.1	3.8	3.9	0.6	0.1	0.1	71.6
State legislation	39.1	3.4	3.4	2.2	4.2	0.5	0.1	—	52.9
Federal and joint									
Federal-State legislation	138.6	46.2	25.3	17.7	32.6	1.4	0.3	0.2	262.3
Resumption without negotiation	678.4	43.1	21.7	11.1	21.9	4.6	1.8	8.8	791.4
Other methods(b)	0.5	1.5	0.1	—	0.1	0.1	—	0.2	2.4
<b>Total</b>	<b>866.9</b>	<b>135.8</b>	<b>61.5</b>	<b>34.9</b>	<b>62.8</b>	<b>7.2</b>	<b>2.3</b>	<b>9.2</b>	<b>1,180.6</b>
WORKING DAYS LOST( <sup>'000</sup> )									
Negotiation	41.9	70.1	23.0	15.2	9.8	1.1	0.1	—	161.2
State legislation	50.1	6.6	4.3	5.1	13.7	0.6	0.5	—	80.8
Federal and joint									
Federal-State legislation	306.9	93.3	46.4	28.6	72.0	0.6	0.2	0.3	548.4
Resumption without negotiation	709.9	45.0	32.6	10.4	21.3	2.0	2.6	1.7	825.6
Other methods(b)	0.5	5.0	0.2	—	0.9	0.1	—	0.3	6.9
<b>Total</b>	<b>1,109.3</b>	<b>220.0</b>	<b>106.6</b>	<b>59.3</b>	<b>117.7</b>	<b>4.4</b>	<b>3.3</b>	<b>2.3</b>	<b>1,623.0</b>

(a) Disputes affecting more than one industry have been counted as a separate dispute in each industry. See paragraph 9 of Appendix A. (b) Includes Mediation, filling the places of workers on strike or locked out; closing down the establishment permanently; dismissal or resignation of employees.

TABLE 17. INDUSTRIAL DISPUTES ENDING DURING 1991 : DISTRIBUTION OF NUMBER OF EMPLOYEES INVOLVED AND WORKING DAYS LOST, AUSTRALIA

	Number of disputes(a)	Employees involved (directly and indirectly)		Working days lost	
		Number ( '000)	Per cent	Number ( '000)	Per cent
<i>Employees involved —</i>					
Under 50	304	8.4	0.7	14.2	0.9
50 and under 100	204	14.5	1.2	21.4	1.3
100 and under 200	219	30.4	2.6	65.5	4.0
200 and under 400	150	41.6	3.5	85.2	5.2
400 and under 1,000	80	44.9	3.8	80.2	4.9
1,000 and under 2,000	35	46.8	4.0	77.5	4.8
2,000 and under 3,000	16	37.3	3.2	54.0	3.3
3,000 and under 20,000	30	259.7	22.0	314.5	19.4
20,000 and over	17	697.0	59.0	910.3	56.1
<b>Total</b>	<b>1,055</b>	<b>1,180.6</b>	<b>100.0</b>	<b>1,623.0</b>	<b>100.0</b>
<i>Working days lost —</i>					
10 and under 100	483	32.0	2.7	20.1	1.2
100 and under 500	364	80.3	6.8	84.4	5.2
500 and under 1,000	74	38.0	3.2	51.3	3.2
1,000 and under 2,000	50	39.9	3.4	67.5	4.2
2,000 and under 5,000	33	56.4	4.8	92.7	5.7
5,000 and under 10,000	19	99.8	8.5	140.6	8.7
10,000 and over	32	834.3	70.7	1,166.4	71.9
<b>Total</b>	<b>1,055</b>	<b>1,180.6</b>	<b>100.0</b>	<b>1,623.0</b>	<b>100.0</b>

(a) Disputes affecting more than one industry have been counted as a separate dispute in each industry. See paragraph 9 of Appendix A.



## APPENDIX A: EXPLANATORY NOTES

### Introduction

This publication contains annual statistics of industrial disputes. Figures for the period have previously been published in less detail in *Industrial Disputes, Australia* (6321.0) issued monthly.

2. Two methods of presenting industrial disputes statistics are used in this publication. These are shown in:

**PART A** Disputes that *started* in or were in *progress* during a particular year, irrespective of whether the disputes ended during the year or continued into subsequent years. Statistics of employees involved and working days lost relate only to disputes in progress during the year concerned.

**PART B** Disputes which *ended* during the year. These include all employees involved and working days lost during the course of disputes ending in the particular year, even if the disputes started in the previous year.

### Coverage

3. The statistics in this publication relate only to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by ten people in one day. Disputes of less than ten working days are excluded.

4. The statistics of working days lost relate to the losses due to industrial disputes only (as defined in Appendix A). Effects on other establishments, such as stand downs because of lack of materials, disruption of transport services, power cuts, etc. are not included. Also, some employees involved in industrial disputes may obtain work at other establishments while a dispute is in progress. It is also possible that some or all of the total working days lost in any particular dispute may be made up through working longer hours or increasing the labour force at other establishments, or at the establishments involved in the dispute after work has resumed.

### Sources

5. Reports of stoppages of work are obtained primarily from the Department of Industrial Relations, from trade journals, publications and newspapers. The statistics of individual industrial disputes are compiled from data obtained directly from employers and trade unions concerned. Particulars of some stoppages may have been estimated and the statistics therefore should be regarded as giving only a broad measure of the extent of industrial disputes (as defined).

### Discontinuities

6. The statistics of industrial disputes from 1984 are compiled according to the Australian Standard Industrial

Classification (ASIC), described in *Australian Standard Industrial Classification, 1983 Edition, Vol. 1* (1201.0). For the period 1981 to 1983 the statistics were compiled according to the 1978 edition of ASIC.

7. The basis for the calculation of working days lost per thousand employees was changed in January 1987 to include estimates of employees from the ABS Survey of Employment and Earnings. They are combined with estimates of the number of employees in Agriculture and in Private households, obtained from the ABS Labour Force Survey. Estimates have been recalculated on this basis for each month back to June 1984 and are available on request. The estimates of numbers of employees prior to June 1984 were based entirely on Labour Force Survey data. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups.

8. It should be noted that recent employment estimates from the Survey of Employment and Earnings are subject to revision as a result of changes being made to the ABS's register of businesses. This may result in revisions to estimates of working days lost per thousand employees. For further details refer to the explanatory notes of the publication *Employed Wage and Salary Earners, Australia* (6248.0).

9. The basis for the calculation of the number of disputes was changed in December 1987. Before that date, where the causes of several disputes were the same (e.g. National Wage Case disputes) the disputes were counted as one dispute in each State or Territory in which they occurred, irrespective of whether they were directed or organised by one person or organisation or whether the dispute occurred in more than one industry. The reason for the change was to align the method of counting the number of disputes with International Labour Organisation guidelines. In accordance with this change in definition, estimates of the number of disputes shown in this bulletin for past periods have been revised to January 1985. Unpublished estimates of the number of disputes have been revised on this basis from January 1985 and are available on request. The number of employees involved and working days lost remain unchanged. The duration of each dispute and the number of employees involved in each dispute has been revised (i.e. more disputes of shorter duration).

### Reliability of estimates

10. Inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to respondents; and in editing the returns; these inaccuracies may



occur in any enumeration, whether it be a full count or a sample.

#### Other ABS publications

11. Users may also wish to refer to the following publications:

*Industrial Disputes, Australia* (6321.0)—issued monthly

*Labour Statistics, Australia* (6101.0)—issued annually

*The Labour Force, Australia, Preliminary* (6202.0)—issued monthly

*The Labour Force, Australia* (6203.0)—issued monthly

*Employed Wage and Salary Earners, Australia* (6248.0)—issued quarterly

*Award Rates of Pay Indexes, Australia* (6312.0)—issued monthly

*Award Coverage, Australia, May 1990* (6315.0)

*Average Weekly Earnings, Australia, Preliminary* (6301.0) and final publication *Average Weekly Earnings, States and Australia* (6302.0)—issued quarterly

*Trade Union Statistics, Australia* (6323.0)—issued annually

*Trade Union Members, Australia, August 1990* (6325.0)

*Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0)—issued annually.

#### Unpublished statistics

12. Tables 5,6 & 7 published in 1988 have been deleted from this publication. Current data relating to these tables is available as a special data service.

13. In addition to the statistics included in this and related publications, the ABS may have other relevant unpublished data available. Inquiries regarding data availability and associated charges for this publication should be directed to Laura Smith on (06) 252 6561, or for other publications to Information Services in the nearest ABS office.

14. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

15. Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

#### Symbols and other usages

- nil or rounded to zero
- n.p. not available for publication but included in totals where applicable, unless otherwise indicated



## APPENDIX B: GLOSSARY

**Cause of dispute**

The statistics of causes of industrial disputes relate to the reported main cause of the stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes as perceived by both employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation. The classification of causes is as follows:

**Wages.** Claims involving general principles relating to wages e.g. increase (decrease) in wages; variation in method of payment or combined claims relating to wages, hours or conditions of work in which the claim about wages is deemed to be the most important. Combined claims in which other claims are deemed to be the most important are included under the relevant cause. Disputes over award restructuring are included under managerial policy.

**Hours of work.** Claims involving general principles relating to hours of work e.g. decrease (increase) in hours; distribution of hours.

**Leave, pensions, compensation** (in the 1987 edition of this publication included in other causes). Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards.

**Managerial policy.** Disputes concerning the exercise of managerial control by employers e.g. terms and conditions of employment (other than disputes specifically about wages and hours); new awards; award restructuring; work practices; principles of promotion or deployment of staff including roster complaints and retrenchments; disciplinary matters including alleged victimization of union officials; employment of particular persons; disagreement with managerial decisions.

**Physical working conditions.** Disputes concerning physical working conditions and safety issues e.g. protective clothing and equipment; first aid services; uncomfortable working conditions; lack of, or the condition of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks.

**Trade unionism.** Disputes concerning employment of non-unionists, inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities.

**Other.** Disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship e.g. political matters; fining and gaoling of persons; lack of work; lack of ade-

quate transport; non-award public holidays; accidents and attendance at funerals. Stoppages for which no reason is given are also included in this category.

**Disputes**

2. For these statistics, an *industrial dispute* is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

3. A dispute affecting several establishments is counted as a single dispute if it is organised or directed by one person or organisation in each State or Territory in which it occurs; otherwise it is counted as a separate dispute at each establishment (in each State or Territory) and in each industry in which it occurs. Prior to December 1987 disputes were counted differently (refer to paragraph 9 of Appendix A for other details).

4. When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete calendar months, the stoppages are counted as a single dispute. When the return to work is for two or more calendar months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.

5. Information is recorded concerning all industrial disputes where ten or more working days are lost (see paragraph 3 of the Appendix A). Included in these statistics are the following types of industrial disputes:

- unauthorised stopwork meetings;
- unofficial strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- general strikes;
- work stoppages initiated by employers (e.g. lockouts); and
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work).

Excluded from these statistics are work-to-rules, go-slows, bans (e.g. overtime bans) and sit-ins. In addition, industrial disputes in which employees resign are deemed to have been resolved. Statistics on those disputes will cease to be collected from the date of the employees' resignations.



### Duration of dispute

6. The *duration* of a dispute is the average number of working days lost per employee involved in the dispute. The duration of the dispute is calculated by dividing the total number of working days lost in the dispute by the number of employees involved (both directly and indirectly).

### Employees

7. *Employees* refer to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

8. *Employees directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

9. *Employees indirectly involved* are those who ceased work at the establishment where the stoppages occurred, but who are not themselves parties to the dispute. Employees who ceased work at establishments other than those where the stoppages occurred are excluded. See paragraph 4 of Appendix A.

10. *Total employees involved* for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference, the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute, the figures of employees involved relate to the largest number of individual employees involved on any one day. Generally, the *total* number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees *newly* involved in subsequent months, as published monthly in *Industrial Disputes, Australia* (6321.0). Differences between monthly and annual totals can occur due to the temporary cessation of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees *newly* involved in stoppages in the second period in which the dispute occurs.

### Method of settlement

11. Statistics of the *method of settlement* of industrial disputes relate to the *method reported as directly responsible for ending the stoppage of work* and not necessarily to the method (or methods) responsible for settling all

matters in dispute. For these reasons, they do not reflect the relative importance of the work of various industrial tribunals operating under State and Federal legislation. The classification of method of settlement is as follows:

*Negotiation.* Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.

*State legislation.* Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference. Intervention, assistance or advice of State government officials or inspectors.

*Federal and joint Federal-State legislation.* Compulsory or voluntary conference or by intervention or assistance, of, or reference to, the industrial relation commissions created by or constituted under the Industrial Relations Act, Coal Industry Acts, Stevedoring Industry Act, and other acts such as the Navigation Act; Public Service Arbitration Act. Intervention, assistance or advice of Federal government officials or inspectors.

*Resumption without negotiation.* This category may include some disputes which are settled subject to subsequent negotiation of a formal nature, such as industrial court hearings. Stop-work meetings are included, and this category may also include disputes settled by 'resumption' as stated, but about which no further information is available.

*Other methods.* Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

### Working days lost

12. *Working days lost* refer to working days lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

### Working days lost per thousand employees

13. *Working days lost per thousand employees* are calculated for the 12 month period from working days lost and estimates of employees obtained from the ABS Survey of Employment and Earnings and the ABS Labour Force Survey. Refer to paragraph 7 of Appendix A for details of the way in which these measures are calculated and the change in the method of calculation from 1987.





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